

No Fear Act Report

Data as end of December - First Quarter of the Fiscal Year
Report POC: Air Force Personnel Center, JBSA-Randolph AFB, TX

Complaint Activity	Compared Data					
	2010	2011	2012	2013	2014	2015
Number of Complaints Filed in Fiscal Year	547	618	485	407	430	86
Number of Complainants	476	554	457	397	412	85
Repeat Filers	54	44	25	9	16	1

Complaints by Basis	Comparative Data					
	2010	2011	2012	2013	2014	2015
Race	197	239	181	159	167	30
Religion	16	20	18	18	7	0
Retaliation	274	289	205	164	190	33
Sex	164	169	161	138	123	37
National Origin	65	51	57	39	45	7
Color	59	56	43	44	44	6
Age	151	182	138	117	125	24
Disability	135	208	138	106	130	24
Equal Pay Act	5	5	3	3	2	1

Complaints By Issues	Comparative Data					
	2010	2011	2012	2013	2014	2015
Appointment	23	41	30	22	11	3
Assignment	76	91	75	66	75	8
Awards	10	10	13	11	19	1
Conversion	1	3	1	0	0	0
Disciplinary Action - Demotion	3	1	1	4	1	1
Disciplinary Action - Reprimand	23	30	24	34	28	5
Disciplinary Action - Suspension	29	31	33	39	20	10
Disciplinary Action - Removal	14	9	19	10	2	1
Disciplinary Action - Other	33	34	37	33	27	6
Duty Hours	27	21	26	15	17	4
Evaluation/Appraisal	93	101	76	47	63	7
Examination/Test	2	2	3	2	2	0
Non Sexual Harassment	171	169	171	136	144	28
Sexual Harassment	20	22	23	34	23	10
Medical Examination	9	4	6	4	11	2
Pay Including Overtime	21	29	20	14	14	4
Promotion/Non-Selection	85	97	57	62	66	15
Denied Reassignment	10	12	8	7	13	2
Directed Reassignment	28	21	20	24	20	4
Reasonable Accommodation	27	46	26	34	39	7
Reinstatement	3	3	2	2	1	0
Retirement	2	5	3	2	2	0
Termination	42	54	43	29	27	6
Terms/Conditions of Employment	72	86	68	53	57	9
Time and Attendance	26	33	30	28	37	5

Training	26	35	39	24	28	4
Other	149	158	129	89	93	24

Processing Time	Comparative Data					
	2010	2011	2012	2013	2014	2015
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	204	225	261	268	214	211
Average Number of Days in Final Action Stage	351	227	305	240	261	440
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	206	232	263	280	217	225
Average Number of Days in Final Action Stage	105	137	182	73	135	274
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	204	215	255	262	209	209
Average Number of Days in Final Action Stage	480	308	441	392	361	502

Complaints Dismissed by Agency	Comparative Data					
	2010	2011	2012	2013	2014	2015
Total Complaints Dismissed by Agency	88	84	65	54	59	12
Average Days Pending Prior to Dismissal	114	63	97	40	130	86
Total Complaints Withdrawn by Complaints	50	70	57	40	46	11

Total Final Action Finding Discrimintaion	Comparative Data					
	2010	2011	2012	2013	2014	2015
Total Number Finding	2	4	7	2	0	0
Without Hearing	1	0	0	2	0	0
With Hearing	1	4	7	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2010	2011	2012	2013	2014	2015
Total Number of Findings	2	4	7	2	0	0
Race	1(50.00%)	2(50.00%)	0	0	0	0
Religion	0	1(25.00%)	0	0	0	0
Retaliation	1(50.00%)	0	6(85.71%)	2(100.00%)	0	0
Sex	0	2(50.00%)	0	0	0	0
National Origin	0	0	0	0	0	0
Color	1(50.00%)	0	0	0	0	0
Age	0	1(25.00%)	1(14.29%)	0	0	0
Disability	0	1(25.00%)	0	1(50.00%)	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2010	2011	2012	2013	2014	2015
Findings After Hearing	1	4	7	0	0	0

Race	0	2(50.00%)	0	0	0	0
Religion	0	1(25.00%)	0	0	0	0
Retaliation	1(100.00%)	0	6(85.71%)	0	0	0
Sex	0	2(50.00%)	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	1(25.00%)	1(14.29%)	0	0	0
Disability	0	1(25.00%)	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2010	2011	2012	2013	2014	2015
Findings Without Hearing	1	0	0	2	0	0
Race	1(100.00%)	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	2(100.00%)	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	1(100.00%)	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	1(50.00%)	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2010	2011	2012	2013	2014	2015
Total Number of Findings	2	4	7	2	0	0
Appointment	1(50.00%)	0	0	0	0	0
Assignment	0	1(25.00%)	2(28.57%)	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	1(14.29%)	0	0	0
Duty Hours	0	0	1(14.29%)	0	0	0
Evaluation/Appraisal	0	1(25.00%)	3(42.86%)	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	2(50.00%)	1(14.29%)	1(50.00%)	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	1(14.29%)	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	1(14.29%)	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	1(50.00%)	0	0
Terms/Conditions of Employment	0	0	1(14.29%)	0	0	0
Time and Attendance	0	0	2(28.57%)	0	0	0
Training	0	1(25.00%)	1(14.29%)	0	0	0

Other	0	0	2(28.57%)	1(50.00%)	0	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2010	2011	2012	2013	2014	2015
Findings After Hearing	1	4	7	0	0	0
Appointment	0	0	0	0	0	0
Assignment	0	1(25.00%)	2(28.57%)	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	1(14.29%)	0	0	0
Duty Hours	0	0	1(14.29%)	0	0	0
Evaluation/Appraisal	0	1(25.00%)	3(42.86%)	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(100.00%)	2(50.00%)	1(14.29%)	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	1(14.29%)	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	1(14.29%)	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1(14.29%)	0	0	0
Time and Attendance	0	0	2(28.57%)	0	0	0
Training	0	1(25.00%)	1(14.29%)	0	0	0
Other	0	0	2(28.57%)	0	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2010	2011	2012	2013	2014	2015
Findings Without Hearing	1	0	0	2	0	0
Appointment	1(100.00%)	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	1(50.00%)	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	1(50.00%)	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	1(50.00%)	0	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2010	2011	2012	2013	2014	2015
Total Complaints From Previous Fiscal Years	245	287	344	381	480	748
Total Complainants	222	237	301	345	447	702
Number of Complaints Pending in Investigation	10	25	23	20	23	133
Number of Complaints Pending in Hearing	144	164	220	195	223	292
Number of Complaints Pending in Final Action	83	90	91	161	230	313
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	177	199	232	247	252	266

Complaint Investigations	Comparative Data					
	2010	2011	2012	2013	2014	2015
Pending Complaints Where Investigation Exceeds Required Time Frames	162	211	294	341	398	472